



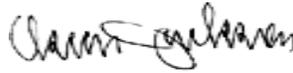
**STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT**

*"Working for Oklahoma"*

**OPM 07-28**

**DATE:** June 14, 2007

**TO:** All Appointing Authorities

**FROM:** Oscar B. Jackson, Jr., IPMA-CP   
Administrator and Cabinet Secretary of Human Resources and Administration

**RE: Adjustment to Classified Pay Bands and Minimum Pay Rates for State Employees**

The purpose of this memorandum is to alert Appointing Authorities to the impending adjustment to the State of Oklahoma classified pay bands, as well as changes to two laws – one State law and one Federal law – which further impact the minimum rates of pay State employers must pay their employees.

Effective July 1, 2007, the minimums, midpoints and maximums of the State of Oklahoma classified pay bands will be adjusted upward by 5.0 percent. This action is being taken through the administrative rulemaking process to insure that our classified pay bands are competitive with the market and to provide sufficient opportunity for salary growth in classified jobs. The revised pay bands may be accessed on the Office of Personnel Management website after July 1 at:

[http://www.ok.gov/opm/HR\\_and\\_Employee\\_Services/Salary\\_Schedule.html](http://www.ok.gov/opm/HR_and_Employee_Services/Salary_Schedule.html)

Also effective July 1, 2007, the provisions of HB 1114 become effective, which change the minimum wage for State employees from \$12,483 per year to the amount established in the Federal Poverty Guidelines for a three-person household, issued each year in the Federal Register by the United States Department of Health and Human Services (currently set at \$17,170 per year).

Excluded from this minimum wage provision are members of boards and commissions; institutions under the administrative authority of the Oklahoma State Regents for Higher Education; employees of public school districts; elected officials; and, individuals employed pursuant to Title 74 Section 840-5.5 A. 12, Title 74 Section 2241, and Title 53 Section 1.6a of the Oklahoma Statutes. Since these guidelines are revised every year in the Federal Register (usually in late January or February of each year) and apply to all covered State employees on July 1 of each year, we will provide notice to Appointing Authorities of future increases to the minimum wage and the appropriate pay band adjustments annually prior to July 1.

Finally, effective July 24, 2007, the Fair Labor Standards Act will be revised to reflect a new Federal minimum wage of \$5.85 per hour. This amount will increase to \$6.55 per hour effective July 24, 2008, and \$7.25 per hour effective July 24, 2009. Although these minimums are below the new minimum wage established by HB 1114 and will not affect employees who are covered by the provisions of that bill, these rates will apply to those employees who are excluded from coverage of the HB 1114 minimum rate.

Appointing Authorities are reminded of the requirement in OAC 530:10-7-2 that the rate of pay of classified employees be maintained within the established minimum and maximum rates of the pay band for the job family level, except as provided by law or Merit Rule. Since HB 1114 became law after the current revisions to the Merit Rules were proposed, the Pay Band Schedule in the Merit Rules published on July 1 will not reflect the new State employee minimum rate. Accordingly, we are attaching to this memorandum the revised Pay Band Schedule adjusted for the new minimum rate. Please ensure that your agency takes the appropriate steps to effect pay adjustments effective July 1, 2007, for any classified employees whose pay rates are below the new pay band minimums and for covered unclassified employees whose pay rates are below the new State minimum rate of \$17,170; and effective July 24, 2007, for all other employees whose pay rates are below the new Federal minimum wage. The personnel action code for such adjustments is C24.

Questions regarding this memorandum may be directed to Tom Patt, OPM Director of Compensation, at (405) 522-0422, or by email to [tom.patt@opm.ok.gov](mailto:tom.patt@opm.ok.gov).

**ATTACHMENT: State of Oklahoma Revised Classified Pay Band Schedule  
Effective 7/1/07**

**State of Oklahoma Revised Classified Pay Band Schedule  
Effective 7/1/07**

<b>PAY BAND</b>	<b>RATE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>A*</b>	Annual	\$17,170	\$17,185	\$21,481
	Monthly	\$1,430.83	\$1,432.08	\$1,790.08
	Hourly	\$8.25	\$8.26	\$10.33
<b>B*</b>	Annual	\$17,170	\$18,011	\$22,514
	Monthly	\$1,430.83	\$1,500.92	\$1,876.17
	Hourly	\$8.25	\$8.66	\$10.82
<b>C*</b>	Annual	\$17,170	\$19,054	\$23,818
	Monthly	\$1,430.83	\$1,587.83	\$1,984.83
	Hourly	\$8.25	\$9.16	\$11.45
<b>D*</b>	Annual	\$17,170	\$20,542	\$25,678
	Monthly	\$1,430.83	\$1,711.83	\$2,139.83
	Hourly	\$8.25	\$9.88	\$12.35
<b>E*</b>	Annual	\$17,170	\$22,597	\$28,246
	Monthly	\$1,430.83	\$1,883.08	\$2,353.83
	Hourly	\$8.25	\$10.86	\$13.58
<b>F</b>	Annual	\$18,642	\$24,856	\$31,070
	Monthly	\$1,553.50	\$2,071.33	\$2,589.17
	Hourly	\$8.96	\$11.95	\$14.94
<b>G</b>	Annual	\$20,507	\$27,343	\$34,179
	Monthly	\$1,708.92	\$2,278.58	\$2,848.25
	Hourly	\$9.86	\$13.15	\$16.43
<b>H</b>	Annual	\$22,558	\$30,077	\$37,596
	Monthly	\$1,879.83	\$2,506.42	\$3,133.00
	Hourly	\$10.85	\$14.46	\$18.08
<b>I</b>	Annual	\$24,981	\$33,308	\$41,635
	Monthly	\$2,081.75	\$2,775.67	\$3,469.58
	Hourly	\$12.01	\$16.01	\$20.02
<b>J</b>	Annual	\$27,464	\$36,618	\$45,773
	Monthly	\$2,288.67	\$3,051.50	\$3,814.42
	Hourly	\$13.20	\$17.60	\$22.01
<b>K</b>	Annual	\$30,020	\$40,026	\$50,033
	Monthly	\$2,501.67	\$3,335.50	\$4,169.42
	Hourly	\$14.43	\$19.24	\$24.05
<b>L</b>	Annual	\$33,021	\$44,028	\$55,035
	Monthly	\$2,751.75	\$3,669.00	\$4,586.25
	Hourly	\$15.88	\$21.17	\$26.46
<b>M</b>	Annual	\$36,653	\$48,870	\$61,088
	Monthly	\$3,054.42	\$4,072.50	\$5,090.67
	Hourly	\$17.62	\$23.50	\$29.37
<b>N</b>	Annual	\$40,685	\$54,247	\$67,809
	Monthly	\$3,390.42	\$4,520.58	\$5,650.75
	Hourly	\$19.56	\$26.08	\$32.60
<b>O</b>	Annual	\$45,566	\$60,755	\$75,944
	Monthly	\$3,797.17	\$5,062.92	\$6,328.67
	Hourly	\$21.91	\$29.21	\$36.51
<b>P</b>	Annual	\$51,491	\$68,654	\$85,818
	Monthly	\$4,290.92	\$5,721.17	\$7,151.50
	Hourly	\$24.76	\$33.01	\$41.26
<b>Q</b>	Annual	\$58,185	\$77,580	\$96,975
	Monthly	\$4,848.75	\$6,465.00	\$8,081.25
	Hourly	\$27.97	\$37.30	\$46.62
<b>R</b>	Annual	\$65,749	\$87,665	\$109,581
	Monthly	\$5,479.08	\$7,305.42	\$9,131.75
	Hourly	\$31.61	\$42.15	\$52.68

\*Minimum revised to reflect State employee minimum wage rate (see 74 O.S. 840-2.16)